

# Employment & HR

## Managing organisational change

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### **Brief**

Organisations may need to grow and develop for a variety of reasons, including changes in strategy, technological developments and competitive industry pressures. Managers have to be able to introduce and manage change to ensure the organisational objectives of change are met, and they have to ensure that they gain the commitment of their people, both during and after implementation. With this objective in mind, this course examines the importance of communication, the legislative and practical considerations to be borne in mind when amending terms and conditions, going through a redundancy procedure or general reorganisation. Delivering commercial solutions and strategies to overcome these difficulties, this course delivers practical tips to ensure the process is managed appropriately.

### **Target Audience**

All staff with management responsibility

### **Course Duration**

3 hours

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### **Benefits**

This course will enable delegates to:

- Identify the importance of communication and identify best methods
  - Understand the legislative framework of organisation change
  - Define "redundancy"
  - Identify the legislative requirements of a redundancy procedure
  - Recognise, and understand how to apply, the various elements that comprise a fair procedure to dismiss on grounds of redundancy
  - Identify key practical top tips for following a fair redundancy procedure to ensure the process is managed appropriated, including notice period requirements, pay issues and the obligation to consider suitable alternative employment.
  - Indentify practical considerations when amending employment terms
  - Understand the rules governing TUPE and outsourcing, indentify the related risks, and practically deal with problems.
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